UNIMAS *Today*

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The Arts and Social Issues

Evolving Role of Social Sciences
South East Asian Security
Challenges in Artistic Expression
Innovations in Digital Space
Cinema : Art and Business

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UNIVERSITI MALAYSIA SARAWAK
UNIMAS

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From the Vice-Chancellor's Desk

The pursuit of market-driven technology-based development has always been the crux of the UNIMAS mission. Yet, this does not negate the value the university places on the human repercussions of growth in the context of the structural change that Malaysia is experiencing in its surge towards the 21st century. One aspect of this awareness is manifested in the importance that we place on the arts in their myriad forms and on the social concerns accompanying development.

The quest for economic progress, if not directed with sensitivity to the creative dimension, could result in a society lacking in aesthetic appreciation. Such an awareness is essential for both the individual and society to mirror the spirit and personality of the nation. Preserving, enhancing and promoting the country's heritage with today's technology is hence, the focus of the university's endeavour to play a pivotal role in the enrichment of the human creative spirit.

Development also brings with it strains upon the social ties that bind communities together. The ever-changing work environment, the stress resulting from constant re-adaptation to new technological challenges and work structures can subject the individual to enormous pressures. One of the many implications of the depersonalising nature of work is stress. The reluctance to recognise this could lead to more serious emotional problems. Therefore, attention to human resource issues is increasingly important. Stress, mental health, family breakdown and child abuse are concerns that may be difficult for society to acknowledge but which need to be brought to the fore. Institutions of higher learning can no longer ignore the obligation to address these social consequences of rapid change.

In the global context, political changes have resulted in a redefinition of threats to regional security. Piracy, drug-trafficking and the problems brought about by illegal immigrants are some of the pressing predicaments faced by the South East Asian nations in the post-Cold War era.

This issue of UNIMAS Today reflects on these concerns.

Our Chancellor

Tun Datuk Patinggi (Dr) Ahmad Zaidi Adruce bin Muhammed Noor has been appointed the first Chancellor of Universiti Malaysia Sarawak, the culmination of a distinguished career in politics and education. He is an eminently suitable choice, in view of his pioneering role in both fields.

His career began in the 1940's and spanned the roles of school inspector, teacher trainer and principal before branching out into politics in 1974, when he won a seat in the State Government and was appointed the Minister of Local Government and Housing, with responsibility for Sarawak Education Affairs.

In 1985, Tun Datuk Patinggi (Dr) Ahmad Zaidi Adruce reached the zenith of his career in government with his appointment as Governor of Sarawak. With his appointment as Chancellor of the state's first university, Tun Datuk Patinggi (Dr) Ahmad Zaidi Adruce has also reached the pinnacle of his career in education.

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An Evolving Role for the

Social Sciences

Abdul Rashid Abdullah

Social science is not an easy field to define, encompassing almost every aspect of human behaviour in its social, political, economic, cultural and organisational context.

Social science as an academic discipline originated in eighteenth century Europe. The social sciences sought to understand the character and future of modern society, in this context being defined by the emerging strands of capitalistic society in the pre-Industrial Revolution era. The dynamics of modernising or modernity was seen as a process of diversification - where individuals could choose multiple goals and realise varied potentialities, which resulted from changes in society brought about by new technical discoveries and the evolution of socio-political structures.

The issue of modernity in the contemporary sense is fundamental to understanding the social sciences. The field has spawned agents of change and improvement, with programmes or areas of study which should be of practical value in the broadest sense.

The historical roots of the discipline have just as much relevance to the Malaysian context today. Malaysia is experiencing a structural transformation of its economy from a manufacturing to an information based society; the long term objective being the evolution of a society that is knowledge based. This will result in a fundamental transformation of society, requiring constant adjustment to interlinked technological, economic and social changes.

An understanding and an appreciation of the links between economic progress and human values need to be emphasised to produce social scientific knowledge and perspectives. These can be utilised in guiding and planning social development in an era of unsurpassed social change brought about by technological progress.

The Faculty of Social Sciences is well positioned to play a leading role in this process, providing a curriculum relevant to personal, interpersonal, societal and international needs. Moving away from the traditional specialisations in the Social Sciences, programmes in the Faculty have a multi-disciplinary approach so as to impart knowledge related to various perspectives in the field. The six programmes offered,

- *International Studies*
- *Industrial Relations and Labour Studies*
- *Politics and Government*
- *Social Work*
- *Development Planning and Management*
- *Communication Studies*

are a testament to an integrated approach that provides a conceptual framework for development planning and the management of dynamic change and growth in the context of the fundamental structural metamorphosis of the country.

Moving away from the purely 'academic' perception of the Social Sciences, the applied nature of our programmes prepares graduates with the practical as well as the theoretical foundations to play an active role in the competitive job market. This is accomplished by linking the faculty with local communities, non-governmental organisations, the public and private sectors through our industrial placement programme. Our goal is to mould well-balanced, socially conscious individuals with the competence to adapt, direct and manage change.

The Faculty's long term objective is to establish a reputation for research excellence, in view of the university's unique geographical location in the western part of Borneo. Concentration on the following niche areas

- *organisation and development*
- *minority and marginal groups*
- *social change*
- *resource use and management*
- *South East Asian security issues*

will enable us to understand and be better equipped to handle present and future issues arising from the complexities of these interactions. This reinforces the status of the Social Sciences as playing an integral role in Malaysia's pursuit of her vision to attain fully developed nation status by the year 2020.

Industrial Relations & Human Resource Development

a Balancing Act

Jose C Gatchalian

In this rapidly industrialising world racing towards the 21st century, developing societies will increasingly face the twin challenges of economic growth and social justice. These interrelated issues even now pose a major policy dilemma for new industrialising economies such as Malaysia. How to balance growth with equity will, perhaps, be the principal *problematique* for political, economic and educational leaders of the country, now and for the coming years.

Industrial Relations and Human Resource Development (IR/HR) have a vital role to play in the continuing search for the proper balance between these two goals that look seemingly in contrapositions. These two interrelated fields can provide opportunities for the analytical inquiry of basic questions with a view towards more responsive and responsible policy and decision-making at enterprise, industry and national levels.

They can address issues such as the following:

- Can there be growth with equity or are they mutually exclusive?
- What are the social consequences of rapid industrialisation?
- How can the inequities and inequalities of the process be avoided, or at least, mitigated?
- How can productivity be increased and global competitiveness enhanced?
- Can there be operational mechanisms for quality and productivity gain-sharing?
- How can labour-management relations be transformed into a more harmonious and mutually beneficial partnership between workers and employers?
- Can a just and peaceful relationship between the social partners be secured?

These and other related questions are the particular concerns of a multi-disciplinary field such as IR/HR.

The Faculty of Social Science, with its Industrial Relations programme, is fortuitously positioned to provide academic training and research that can effectively tackle the above issues in an impartial and objective manner. Professors and students can engage in "pracademic" discourse and inquiry on contemporary social problems arising out of industrial employment. Through case studies and practical exercises, they may obtain an understanding and appreciation of the roles played in society by workers and workers' organisations, employers and their associations, government bodies and other sectoral organisations concerned with employment relationships.

The actions and actuations of the different sectors in industrial relations may be better understood in light of their varying perspectives, interests and orientations, respectively. Industrial conflict can be better managed and easily resolved when the processes of industrial relations such as collective bargaining, grievance handling and voluntary arbitration are effectively learned and the skills attendant to negotiations and dispute settlement are sharpened with simulation and structured learning exercises in an academic setting.

The nature of Industrial Relations as an applied discipline has directly demonstrable relevance to industrial society. Nowhere is this more evident than in the researches and studies that are conducted in the social laboratories provided by factories, offices, plantations and other workplaces where the interactions of the workers and their managers are observed, recorded, and analysed for research purposes. Findings and conclusions from such undertakings can provide valuable inputs for policies and programmes that can redound to greater productivity and profitability of enterprises.

Research results can be utilised for the improvement of products and services; particularly if accompanied by appreciable improvements in working conditions and the quality of worklife. But virtually the greatest contribution of academe can be its well-educated, socially-conscious and technologically updated graduates who will eventually join the work community and infuse it with the latest technology, skills and expertise gained from university training.

In time, these new graduate entrants to the world of work will be in responsible positions of organisational and managerial leadership, looking back with gratitude and satisfaction to their Alma Mater - UNIMAS.

For those of us who remain in the world of ideas (academe) or who retain an abiding interest in 'pracademics', exciting study and research opportunities beckon. From the traditional areas of employment relations, there is now a growing trend towards exploring the field of work and work relations within a wider social context. The impact of industrialisation on societal institutions such as the family and family relations are increasingly being focused upon.

Pusat Khidmat Maklumat Akademik
UNIVERSITI MALAYSIA SARAWAK.

KOLEKSI ARKIB UNIMAS

South East Asian SECURITY ISSUES

Aderemi Ajibewa

The Concept of Security

Security is now understood to have a comprehensive meaning - it encompasses everything that disturbs general public life. In addition, new dimensions of security issues which were formerly relegated to 'low politics' mainly piracies, smuggling, drug-trafficking and illegal border crossings are fast emerging in importance.

A broad concept of security is needed which recognises the close linkages between economic and physical security, as well as between international and domestic security. *Security* means a political order, both domestic and international, which protects individuals and states against the immediate threat of physical violence. Viewed from this perspective, security can be seen in two main aspects, namely internal and external. The internal aspect of security has two dimensions:

- security of the people
- security of the state or the government.

The security of the people is seen in terms of the satisfaction of the social, cultural, economic, political and human rights needs. Undoubtedly, the security of the people becomes the best and only guarantee for the security of the government. Every effort must, therefore, be made to give priority to meeting the security needs of the people.

External security is seen in terms of the protection of territory from external aggression, or as protection of national interest or as global security from the threat of a nuclear holocaust. It is more related to the 'nation-state' than to people.

Threats to Security

Major threats to Third World security in the post-independence era have been manifested in three different yet mutually reinforcing ways:

- insecurity arising from extra-regional intervention or invasion, notably by the United States, the Soviet Union, France, Belgium and Portugal under various pretexts
- insecurity arising from conflicts among states within the region, classified as overt conflicts between national governments and military forces, and covert conflicts involving support from one state for opposition movements within another state
- insecurity arising within states, from opposition to the existing regime, or from a general breakdown of political order generated by ethnic, religious and cultural challenges

A number of reasons could be advanced for the increase in security threats:

- the decline in the accountability of regimes, which were more democratic at independence
- the effects of economic decline from the mid-1970's, and marginalisation in the global capitalist economy
- the rapid rise in external arms supplies from the mid-1970s

All have significantly contributed to internal economic and political instability.

While conceding that no two conflicts can be exactly the same, a study of most Third World state conflicts shows somewhat consistent features since 1960. Most conflicts in all the Third World regions are largely traceable to insecurity arising within states from opposition to the existing regime, a challenge to the repressive conditions of their existence or a general breakdown of order. Conflicts involving ethnic groups are responsible for the greatest number of cases of insecurity as seen in the Middle East, and more recently in Rwanda and Zaire.

The South East Asian Context

For the Asia-Pacific region, the end of the Cold War has meant the disappearance of just one dimension of its security problem. The challenges of the next fifty years revolve around North/ South Korea, the Korean Peninsula, China and Taiwan, Taiwan and Tibet, the overlapping claims in the South China Sea, especially the Spratlys and Paracel islands, involving not only ASEAN but also Taiwan and China. The demarcation of maritime boundaries is a particularly difficult issue in areas such as the marginal seas of East Asia which promotes instability.

Within the Association of South East Asian Nations (ASEAN) region, a new source of potential threats, such as religious challenges, piracies, smuggling, drug-trafficking and illegal border crossings are fast emerging. Left unchecked, all these potentially explosive issues could constitute serious political irritants that may undermine the region's cohesiveness and threaten the safety and well-being of the ASEAN peoples. At the same time, it may also undermine the authorities of the governments. Other regional security issues involve Malaysia and the Philippines over Sabah, overlapping claims over a small island by Malaysia and Singapore, and the dispute between Malaysia and Indonesia over the Litigan and Sipadan islands.

The Search for Solutions

Therefore the need for confidence building measures and a strong security network and framework for dealing with regional conflicts, especially in the so-called Confucian societies, cannot be over-emphasised. These conflicts can be resolved in two ways - by some form of agreement to cooperate regardless of the presence or absence of a boundary or by negotiating a boundary. For example,the disputed territorial claims in the Spratly Islands in the South China Sea, drug trafficking, illegal immigrants and piracy issues can be resolved through close co-operation among the regional and international community.

It can be deduced from the above that regional groupings are a continuum of three stages - co-operation, co-ordination and full integration with the motive of accommodating local conflicts. However, because of the wide range of threat possibilities, the perceptual problem becomes fundamental. This affects the bases on which the decision making process rests, making solutions a long lasting dilemma.

Having said this, it seems that solutions to insecurity and instability in the region would still be woven around the three concentric circles of national, regional and global methods. It is clear that the three should be interlinked for an effective resolution to conflict. In this uncertainty, the future of South East Asian security will depend on the recognition among the various regional actors that they are the key to the security of the area. Various sub-regional arrangements like the East Asian Political and Security Cooperation (EAPSC) hold promise for states upon which their security could be based.

The unprecedented peace in South East Asia today is the direct result of the security structure in place within ASEAN. One of the key principles of ASEAN has been that member countries do not confront each other, and members try to resolve any disputes by quiet diplomacy or by putting the matter on the shelf. Regional security requires states to emphasise and strengthen, wherever possible, those interests they have in common, while seeking to overcome those that divide them. One important aspect of this is that states need to reduce, as far as possible, their security dependence on external powers, whether these be superpowers, former colonial powers or other states.

challenges in artistic expression

Hatta Azad Khan

ART in all its forms is social behaviour, as it is always a form of communication. Any artistic expression, visual or performing, has to pass through three phases. It is conceived in the human mind; then it is manifested as a material or behavioural artifact; and finally, it affects the thoughts and feelings of those who perceive it. Viewed from this perspective, an artistic expression both begins and completes its life-cycle in the human psyche. An initial examination of an art piece, traditional or contemporary, must be devoted to the ideas of its creators and users.

Music, song, dance and drama are various forms of art created for the enhancement of human life. Thus, the study of any piece that ignores the social matrix is incomplete, as many social and personal factors are involved in its making. The visual and performing arts have heightened awareness of both self and society; yet, in a society that is increasingly technology-driven, it is easy to lose sight of the human creative impulse.

The guiding principle in preparing students to face the challenges of the 21st century revolves around these three aspects:

- the acquisition of knowledge and skills for academic, technical, and managerial competence
- the mastery of technology to enhance *the old* using new approaches, so as to remain competitive in a constantly changing world
- the opportunity to experience artistic manifestation of various cultures, including the ways in which artists express their respective values and world views, and to have a sociological understanding of those who produce and those who commission the artforms

The Faculty of Applied and Creative Arts is a response to the vision of fostering a new breed of arts graduates. These arts professionals who are technically competent in their chosen field, and have a creative and contemporary understanding of the viability of enhancing yesterday's arts with today's technology will, at the same time, understand the broader human, social and cultural context within which their professional knowledge and activities are grounded.

Paramount among the tasks of the faculty is to design programmes which are integrated in approach to equip students with specific skills in their respective areas of specialisation, and to provide a learning environment that heightens their sensitivity to the many social, cultural and human factors involved in the production and consumption of art.

Critical to the faculty's success is its innovative 'hands-on' programme design and research priorities, as no amount of didactic study can match first-hand involvement in a culture and its artistic expression. The performing arts programme

emphasises the move forward to establish various forms of performing arts that combine, with the aid of technology, both traditional and modern elements. Similarly, the music programme attempts to bring together modern and traditional music in relation to current technology and industry. In cinematography, the approach is to strike a balance between meeting the expectations of arts lovers and entertainment of the mass audience.

Alongside the six undergraduate programmes currently offered, the faculty is developing programmes at masters and doctoral levels in the field of music, cinematography, design technology, fine arts and arts management.

Research is targeted at collecting primary data on traditional approaches in the production of both visual and performing ethnic arts. This research is geared toward the faculty's long term documentation of 'The Borneo Cultural Heritage: The Artistic Dimension.'

HYPERTEXT

"Software that enables the user to read texts linked in a variety of linear and non-linear ways, and to create new links between words or passages of text. "(Robin Baker, Designing the future, Thames & Hudson 1993)

"Ted Nelson, an early American visionary, in this area of work, coined the word some twenty five years ago to describe non-sequential writing" (Bob Cotton & Richard Oliver. Understanding Hypermedia. Phaidon Press 1993)

innovation in a Dital space

Hasnul Jamal Saidon

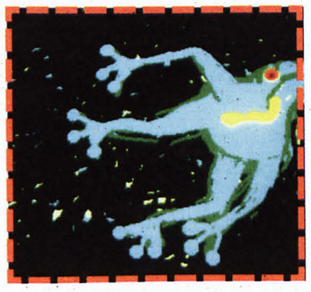
Khairul Aidil
Azlin Abdul
Rahman

Nurturing the Spirit o Experimentation through courses in Electronic Art

DeSigN FOR OUR FUTURE

Design is essentially the pursuit of beauty in conformity with nature. The relationship between form and function is symbolic as well as logical. However, the "form that follows function" of modern design should be seen as a question of methodology and problem solving rather than as a call for symbolic expression.

In 'real space,' there is a common dichotomy that artists have to negotiate - 'paint pretty but dumb pictures and sustain a presence OR express GENUINE, original and innovative ideas that may promise possible disappearance from the local art scene or space (so to speak).



The highly clustered and monotonous 'space' that is the **Malaysian art** scene leaves very little air for us to jump excitedly beyond the shell of normal experience. Everything must be meticulously calculated, predicted and regimentally implemented to maximise profit. There is no room for experimentation, games, play, mistakes or the creative turbulence badly needed in generating innovative ideas.

The field of industrial design is growing rapidly in Malaysia as industry becomes increasingly aware of the importance of design in maintaining its ability to compete successfully at home and overseas. Industrial design has become a key tool for companies and businesses. Dr Mahathir Mohammed the Prime Minister of Malaysia, has said " ... the ability to create new designs is an essential pre-requisite in Malaysia's progress towards becoming an industrialised nation ..."

The job of the designer is wide in range and scope. The good designer does not simply produce something that is visually appealing and which works efficiently. Apart from the ability to invent new objects to be built or manufactured, the designer has a role to play in the public decision-making process. He or she acquires and incorporates the necessary knowledge of what customers want, what can be most efficiently produced and what best fits in with the company's other products, corporate planning and image. Designers must have a close relationship with industry and be aware of the role of advertising and marketing.

The 'digital space' of a computer workstation is a timely solution for the urgently needed alternative space. Through proper flair in electronic networking, artists can be freed from the financial burden of penetrating the gallery-controlled art market. As the accessibility of personal workstations and other related peripherals are increasingly within the financial reach of the public, artists may project their presence in **CYBERSPACE** by setting up their own personal digital studio and page. Moving away from the domain of galleries may indeed give added advantages. In this far more extensive and democratic space, one may set one's own location and navigate an adventure through the information super highway.

In recent years, new Computer Aided Design (CAD) tools have begun to have significant impact on industrial designers and their work. Using CAD tools, industrial designers can generate three dimensional designs on the computer screen and rapidly modify them. In this manner, industrial design can potentially generate a greater number of detailed concepts and lead to more innovative design solutions.

Most artists initiate work by identifying themes or issues of concern, problems and challenges. The conceptual framework of their practice usually begins in the final year of art school. Unfortunately, upon entering the real world, the extensive research, analysis, experimentation, and visual discovery that are commonly expected from a graduating student may be marginalized by the need to establish a popular presence in the commercially-driven art 'space.'.

By allowing students to work in 'digital data space,' better diagnosis and development of students' cognitive capacity can be made. The reduction of labour-intensive and psychomotor-based teaching/learning activities will hopefully generate higher levels of mental activity.
Focus can also be placed upon ideas and the construction of a personal conceptual framework where the challenge of managing and organizing ideas can be excitingly confronted. The virtual character of a digital environment can be used to test ideas and creative possibilities at an increased rate and with reduced material risk and waste.

One can propose numerous reasons for going against the merger between I.T and the arts. Nevertheless, the initial rejection of fragile inventions by the public may not reflect their true destiny. Those who were willing to experiment and take chances are the ones that have given us telephones, automobiles, televisions, computers and so on. The present generation of young artists (as well as the coming one) will be increasingly steered by electronic technology, just as the earlier generation was determined by mechanical reproduction. The time to shake and throw the shell above us is NOW!

CINEMA art & Business

Hatta Azad Khan

In the world of art, particularly in film-making, there is a notion that a distinction exists between a category of films belonging to 'the industry' and another category of those deemed as 'works of art.'

For any two 'good' films produced, it is the one that is popular and brings in box office money that readily qualifies itself as a product of the industry. The other which, in spite of comparable or even superior production and aesthetic values, fails to draw in the crowds, is seen as an 'art' film. Despite its contribution to audience enrichment and cultural development the 'art' film is rejected by the industry simply because it does not earn large profits.

Should the film industry only be driven by market forces? While it is acceptable that the industry should be encouraged to make the most of opportunities to make profits, should the industry not also see its role beyond mere ringgit and sen? If the arts do indeed enrich the quality of life, should the film industry not provide room for films that illuminate the human spirit - films that deal with humanity's highest aspirations and deepest doubts? We have to encourage films of this nature even when the book does not balance.

The film industry should re-examine its social and artistic obligations in addition to its economic and business roles. High quality artistic films may or may not spell red on the balance sheet, but it is certain that when produced with integrity they will become the true treasures of our cultural heritage. Box-office films should continue to be encouraged but there should also be an alternative avenue for film makers to unleash their creative expressions for society's enrichment.

We should encourage an alternative cinema, with productions that do not simply ride on the commercial bandwagon. We should be making films that utilise the latest high-tech special effects, for example, to drive home basic humanistic and social messages. Such a cinema would be a form of 'intellectual capital' that could eventually attract 'financial capital' and find its proper place in our film 'industry.'

BUSINESS as usual

Niranjan Rajah

In the nineties, it is evident that whether in industry or in art, market forces set the scene. Like it or not, it is 'Business as Usual.' Fine art production in Europe and America can quite accurately be described as an industry - an industry which attracts both consumption and investment expenditure. The 'market,' in contemporary art, is an interaction of artists, dealers, and galleries, educational and cultural institutions, the corporate sector as well as art collectors, investors and speculators.

Although art in the industrialised nations continues to symbolise national cultural achievement, it is fully integrated with the world of advertising, finance, and capital. Contemporary art is, in fact, wholly compatible with the dynamics of the market economy. As Damien Hurst, the most controversial artist to win Britain's prestigious Turner Prize, puts it 'There has been a cross-over between art and advertising.' But what does this mean for us in Malaysia?

Indeed our priorities are different from those of the industrialised nations. In our push for economic growth, culture and entertainment must surely give way to industry, technology and business. Nevertheless, 'art' and 'business' are not necessarily alternative categories. Depending on how we define and develop the arts, culture could prove to be good economics.

We are on the brink of an era in which knowledge will be 'at a premium.' Knowledge will be the most highly valued product of the future and the developmental challenge ahead of us in the twenty-first century, is the transition from manufacturing to 'knowledge based' 'value-added' initiative. The development of scientific and technological products must take precedence but art and culture must not be forgotten.

Malaysia has a rapidly growing urban middle-class. This constitutes a potential market for sophisticated cultural products. As the world media globalizes, something like a 'world culture' seems to be emerging. The contemporary art and entertainment industries of the West are able to generate new forms by absorbing elements from all

over the world. Just as in the colonial period, they are still able to sell these products back to us. As information technology opens domestic markets to international marketing, the challenge is to produce art for the global market.

What we need, in Malaysia, is some serious investment in our cultural 'infrastructure.' We must not just think in terms of the production of artworks. We must develop art education art technologies, art marketing and art criticism and research. We have a rich cultural resource, we have talent and we will certainly be able to generate cultural products, not just to satisfy domestic demand but to take a swipe at world markets in art and entertainment.

Listening to survivors of

Child Sexual Abuse

Gill Raja

"By 7 years of age, I was untrusting of everyone, full of self-hate, withdrawn at home and attention-seeking at school. I had a few friends but never let them get too close, through guilt and fear of rejection. I felt constantly vulnerable, and everything that reminded me of the abuse made me hate myself more ... Sometime around this age, I started mutilating myself, cutting my body with razors and punching myself."

A survivor, sexually abused by her grandfather from the age of approximately 2.

Child sexual abuse happens. It happens more often than we wish to believe. If we are to reach out to the people who have lived through such trauma, we need to listen. That sounds simple, but it is not. Listening to such horror can be so painful that one can feel overwhelmed by anger and distress. How much worse it must be for the child who has had to live through it. No wonder they are apt to use defence mechanisms of denial and dissociation to survive.

When abused children find the courage to share their experiences, they are rarely taken seriously or believed. They may receive a minimising response: "Oh, it can't have been that bad. Children have vivid imaginations," or denial: "No, he's a respectable man; she's lying." Listeners may even rationalise the child's story: "She must have seduced him." Listeners have defense mechanisms too, which can add to the survivor's isolation and pain.

Abuse, Power and Gender

Abuse can only happen when an abuser has power over the abused. Adults have power over children and men have power over women, leaving the girl child doubly vulnerable. As a child, it is difficult for her to be heard and believed. As a woman it is equally so.

It is no surprise that the majority of abuse victims are female, or that the main abusers are male. US-based research indicates that 70 per cent of abused people are women and 90 per cent of abusers are male. What may surprise people is that boys can also be abused, and that women can be abusers. Peters *et al*. (1986), when reviewing a number of prevalence studies, found that twice as many women as men reported abuse, depending on how abuse was defined, the characteristics of the sample population and the methods of obtaining information. Finkelhor and Russell (1984) estimated that women were the abusers of 24 per cent of male victims and 13 per cent of female victims.

Boys' stories of abuse are heard less often. Like their female counterparts, they experience guilt, self-blame and shame, compounded by the societal belief that boys cannot be raped. Yet boys, like girls, are in an unequal power relationship with the abuser and are vulnerable, silenced and isolated.

Gender bias, combined with the human predisposition to block painful experiences, has concealed the full extent of child sexual abuse for over a hundred years. Freud, in 1896, described how women undergoing psychoanalysis painfully and slowly related their terrifying, previously undisclosed, experiences of sexual abuse. Even though Professor Paul Bernard had clearly stated a decade earlier that "sexual acts against children [were] very frequent", Viennese, male-dominated society at that time was not ready to face and accept this reality. Confronted by such disbelief, Freud denounced his `discovery' of sexual abuse. Instead, he reclassified the women's experiences as fantasy! Even as recently as 1988, the *New Harvard Guide to Psychiatry* classified incest with delusion disorders.

Sexual abuse was 'rediscovered' in the late 1940s Kinsey studies on sexual practices. It was ignored. The researchers attributed the distress expressed by women who had been sexually molested as children to the social mores of the time, rather than to the act itself. Between 20 and 30 per cent of respondents in the series of studies were classified within this category. Was this a case of researchers only attending to data that suited their hypothesis ?

The next 'discovery', according to Herman (1981), has been attributed to the Women's Movement which has given credence to women's own accounts of their lives, and has provided a channel for these experiences to be heard by a wider audience. Again, however, women's accounts have been met by disbelief in some quarters. Detractors contend that these 'memories' have been suggested by the therapist, or that the women have lied in order to hurt the alleged abusers. Critics also fail to understand why some women find it difficult to testify in court in front of the alleged abuser, and see their reluctance to do so as proof of the inaccuracy of their charges. The controversy continues with alleged abusers becoming more organised in their challenges of women's accounts.

It is no longer acceptable to force victims to confront their abusers in court, nor to accuse them of lying when their memories are fragmented. It is time that we learned more about the complex workings of the mind and its capacity to cope with unimaginable trauma. It is also incumbent upon us to devise judicial procedures which are fair to all parties, whilst upholding the basic principle of 'innocent until proven guilty'.

The Way Forward

Child sexual abuse has yet to be easily detected, let alone stopped. All of us need to open our ears and eyes to the plight of children at risk, and be prepared to take action. If not, the present minimal rates of detection and reporting will continue. Child and adult abuse-survivors need to be given understanding and support to heal their emotional wounds. Public attitudes need to be changed and counselling services developed so that magistrates can no longer publicly write off a survivor's future by saying that her life is ruined. Training and on-the-job guidance need to be given to social workers who have the difficult task of working through these issues with the affected families, whilst ensuring the physical and emotional safety of the child. But with only a handful of qualified, professional social workers in our country, can such a community-based service be provided?

Early intervention is crucial. We need to be alert to the messages that children are giving us, replacing any tendency to deny sexual abuse with awareness and empathy. There is no better way to start than by listening to some of the remarkable and courageous life stories of the women and men amongst us who have survived child sexual abuse.
(references upon request)

Mental Health RESEARCH

Sara Ashencaen Crabtree

In less than twelve months time UNIMAS in partnership with the Mental Health Association of Sarawak plans to host a prestigious three day conference in Kuching. The focus of the Mental Health Convention has been deliberately expanded to embrace both the experiences and perspectives of professionals and the general public alike. In this way it is hoped that any esoteric mystification of mental health issues and treatment will be largely removed and a lay audience will derive as much from the Convention in terms of information and education as those professionally involved.

Judging from the success of other similar conferences, we may deduce that there is not likely to be any shortage of academic papers offered for consideration with a heavily medical orientated bias. Nevertheless the knowledge of how those afflicted with mental health problems cope in society outside of the psychiatric ward is still a largely unexplored area in Malaysia as a whole. There is, therefore, a need for further research into the area of social functioning of the mentally ill. This in turn moves the boundaries from the strict medical model into the arena of social work and social welfare.

A vast amount of social work relates to the care of the vulnerable in society. Few are more vulnerable than those suffering from mental illnesses. For many people, however, this group may seem to lack the pathos and appeal of, for instance, children at risk, the elderly and physically disabled in the arena of professional social work intervention. Understanding of the nature and prognosis of mental illness is often subject to public ignorance and prevailing misconceptions. The repercussions of these attitudes are wide-reaching and serve to stigmatise and socially ostracise an already marginalised group. Observation of the citizen rights of the individual suffering from mental illness are of great concern to social workers and good social work practice actively seeks to enforce these. Counselling, monitoring and networking skills play an important role in this task.

Sarawak is particularly fortunate in having dedicated teams of mental health professionals commited to the aims of creating resources, improving skills and engaging in the dissemination of information to the public on the nature of mental illness. Uniquely Kuching boasts the use of three Community Psychiatric Nurses (CPNs) , originally set up a few years ago with the help of the VSO. The Sarawak Mental Health Association based in Kuching will be familiar to many already through its association with the Sarawak Mental Hospital where the CPNs are based. Despite this, services are severely stretched and increased expansion of resources is always a cause for concern.Further research therefore is needed to clarify the current situation in order to plan for the future. In response to this need academic staff from the Social Work Programme in the Faculty of Social Sciences have now initiated a research project in collaborative teamwork with the Faculty of Medical and Health Sciences. The aim of the project is primarily to study the social functioning and social integration of mental health patients living in the local community. Findings will be presented at conference level including the Mental Health Convention and will, it is hoped, clarify the currently fragmented picture of mental health needs and social exclusion.

SEMINARS, CONFERENCES & WORKSHOPS

Education for Capability

An international seminar and workshop entitled, "Developing Capability for the New Asia - Challenge of Education in the 21st Century", was held in Kuching this year. It was jointly organised by Universiti Malaysia Sarawak and Higher Education for Capability (HEC), U.K

We live in a world of change and increasing competitiveness. As natural resources are becoming more scarce and more countries are developing their manufacturing base, these factors have made us increasingly dependent on our most enduring asset - the capability of all the individuals in society.

The major issues discussed at this conference were:

- What changes are happening in the way that businesses are organised world-wide?
- What skills, attributes and personal qualities are companies looking for in their staff and new recruits?
- How can employers provide opportunities for their staff to develop the skills and confidence to participate in the process and direction of change, and to acquire new skills and knowledge?
- Can universities acknowledge that the skills they teach may all too quickly go out of date?
- How can universities maintain their commitment to excellence in the pursuit of knowledge and, at the same time, help students to become more capable?

The future will depend on the ways in which higher education and employers can work together to develop the capability of people at work and those about to enter work.

The conference began with the Malaysian Minister for Education, Datuk Seri Najib Tun Abdul Razak's Keynote Paper on "The Context of Change - The Challenge for Asia and the Need for Change". His paper highlighted the role of the university

in modern Asia, which now needs to take into account the expanding rate of change, increased competitiveness and greater cultural independence.

Many conference papers were illustrated by examples of "Education for Capability" in practice. These ranged in scope from teaching-learning experiences in engineering and restaurant management to guidelines on developing the right capability culture, together with trends in technology-based on-demand education.

Conference Quotes

"Capability is developed as much by the way students learn as by what they learn."
John Stephenson, Director, Higher Education for Capability, U.K.

"... capability ... not only refers to job-related know-how and know-what, but also to the skills, attitude and confidence to respond to change, to face unfamiliar problems in unfamiliar circumstances, to consider alternative courses of action, to decide and act responsibly, and to learn from such experiences."
Zawawi Ismail, Vice-Chancellor, Universiti Malaysia Sarawak.

"The most significant issue affecting international employment is an acceptance by almost all companies that the root of competitive advantage is people."
William Archer, Managing Director, EMDS Consulting Ltd., U.K.

"... education on demand requires a restructuring of the educational system to allow more flexibility for the students to choose the topics and the sequence of their coursework."
Zaidah Razak and Thomas O'Daniel, Universiti Malaysia Sarawak

39th World Education Fellowship
International Conference on Education and The Environment

In both developed and developing countries, there is clearly a low level of understanding about the environment and its importance. Thus, there is an urgent need to formulate and implement awareness programmes at all levels from school children to policy makers. This is best achieved through education, and by incorporating environmental concerns into formal curricula and informal educational practices. This can promote a better appreciation and understanding of the role played by, among others, plants, animals, microbes, clean water and air. In addition, awareness about conservation measures and the significance of sustainable approaches to development also must be highlighted.

In line with the current concern about the prudent utilisation and conservation of world resources, the theme of the conference was *Towards Equitable and Sustainable Development*.. The conference succeeded in increasing awareness of the important role education has in promoting a wider understanding of the environment. In addition, participants' understanding of the concepts of equitable and sustainable development were enhanced. The papers, presented by a distinguished group of educators, scientists and policy makers focused on innovative ways of delivering environmental education.

Staff Development Programme

What is required of an academic in the changing circumstances of higher education today? Student numbers are steadily increasing. Students are coming from more and more diverse backgrounds. Knowledge and technology are racing ahead of us. New-style courses and course-delivery methods are needed to meet the changing student- and societal-needs.

At UNIMAS we have decided that a continual process of staff development and training will be necessary for our academics to keep up with changing trends and changing needs.

We have begun with a basic staff development programme which everyone is encouraged to follow. It is a balanced mixture of practical skills and exposure to current issues in higher education. It is based around the following six modules:

- **Module 0: The Vision and the Mission of UNIMAS**
  - *a three-day residential module, designed as a pre-requisite to the other modules*
  - *an overview of the history and policies of the University*
- **Module 1: Education for Capability**
  - *a one-and-a-half day module, examining the teaching consequences of providing students with greater responsibility for their own learning*
- **Module 2: The Skills of Teaching**
  - *this module covers the equivalent of three full days*
  - *it introduces some basic skills in improving lecturing, group work, assessment and aspects of learning at university-level*
- **Module 3: Research and Consultancy**
  - *a one-and-a-half day introduction to the many aspects of research management and consultancy, in line with the vision of the University*
- **Module 4: Information Technology**
  - *a two-part module, involving the equivalent of eight days*
  - *a skills-enhancement course in computer use and the production of multimedia materials*
- **Module 5: Management**
  - *a one-day module on the theme of "Fitting into the UNIMAS Vision and Mission"*
  - *the organisation and management systems of the university, plus corporatisation issues*

Congratulations to the following staff members who have completed all six modules:

Social Sciences

Dr Aderemi Isola Ajibewa
Hew Cheng Sim

Medical and Health Sciences

Dr Henry Rantai Gudum
Jenny Maria Paul W Subeh
Prof Dr Viji Thambyrajah
Assoc Prof Dr Chang Moh Seng

Engineering

Ng Liang Yiew
Dr Sarim N Al-Zubaidy

Economics and Business

Dr Samuel Bassey Okposen

Resource Science and Technology

Dr Awang Iskanderdzulkarnein Pg Rayari

STAFF NEWS UPDATES

An Accolade to...

Professor Dato' Zawawi Ismail,
the Vice-Chancellor, on being awarded the honorary *Doctorate of Engineering* from Leeds University. He received the award together with such distinguished company as the President of Iceland, Vigdis Finnbogadottir and Professor James Cronin, the 1980 Nobel Laurette in Physics.

We Congratulate ...

Dr Fatimah Abang
on her appointment as
Director of the Matriculation Centre

We bid Farewell to ...

Professor John Beaman,
Founding Director of the Institute of Biodiversity and Environmental Conservation

Professor Laily Din,
Founding Dean of the Faculty of Resource Science and Technology

Professor Datin Sharifah Mariam Syed Mansor,
Founding Dean of the Centre for Language and Communication Studies

Professor Geoffrey Wain,
Coordinator of the Staff Development Programme

Judyth Gregory-Smith,
first Chief Editor of UNIMAS *Today*

Pusat Khidmat Maklumat Akademik
UNIVERSITI MALAYSIA SARAWAK

Welcome to our new members of staff

Faculty of Medicine and Health Sciences

Dr Mahadhir Alhady Sulaiman
Dr Annuar Rapaee
Assoc Prof Dr Yap Tuan Gee
Dr John Anthony Ross
Dr Graham Knowles
Dr Abdul Karim Russ Hassan

Faculty of Social Sciences

Gillian Raja
Assoc Prof Dr Jose C Gatchalian
Wan Noor Halizan Wan Zan
Wan Sofiah Meor Osman
Gabriel Chong

Faculty of Resource Science and Technology

John Mark Crabtree
Mohd Hasnain Md Hussain
Assoc Prof Dr Victor Duzerah Phillips
Dr Maimunah Morshidi
Kamarul'ain Mustafa
Kartinah Zen
Awang Ahmad Sallehin Awang Husaini
Dayang Salwani Awang Adeni
Rosmawati Saat
Ruhana Hassan
Noor Alam Shah Bolhassan
Sakena Abdul Jabar
Siti Akmar Khadijah Abd Rahim
Samsur Mohamad

Faculty of Engineering

Park Young Soon
Nupat ak Poran
Dr Jan Pajak

Centre for Language and Communication Studies

Fumie Hashizume
Fatima Batatia
Diana Carol
Noorma Ismail
Rosnah Mustafa
Song Pat Si
Khadijah Mohamad Tuah

KOLEKSI ARKIB UNIMAS

Faculty of Economics and Business

Mohamad Jais
Ernest Cyril De Run
Chu Ei Yet

Faculty of Information Technology

Wang Yin Chai

Faculty of Applied and Creative Arts

Shaik Azahar Shaik Hussain

INTERNATIONAL VISITORS

Prof JC
Dunedi

Prof Jo
The Ma
UK

Prof Wi
Universi

Dr Bria
The Uni

Dr Soe
Nakhon

Prof Pe
Universi

UNIVERSITI MALAYSIA SARAWAK • UNIMAS • CAIS

INTERNATIONAL ADVISORY PANEL

Members of International Advisory Panel appointed to date

Faculty of Medicine and Health Sciences

Dr Charles Boelen
Chief Medical Officer for Educational Dev. of Human Resources for Health, Switzerland

Dr B Salafsky
Director, College of Medicine at Rockford, University of Illinois, USA

Prof Dr Nik Saunders
Dean, School of Medicine, The Flinders University of South Australia

Prof Allan Clarke
Christchurch School of Medicine, NZ

Dr Colin Geary
Head of Department of Pathology, Otago Medical School, NZ

Prof (Col) A C Roberts
Pro-Chancellor, University of Leeds, UK

Prof A L Crombie
Dean, Faculty of Medicine, University of Newcastle, England

Prof Peter McDonald
Assoc Dean & Head Department of Microbiology, The Flinders University of South Australia, Australia

Prof Laurie Geffen
Dean, Medical School, The University of Queensland, Australia

Barton McLean
Petersburg, New York, USA

Prof Eric Crystal
University of California, USA

Mr Jack Phillips
British Executive Service Overseas (BESO), London, UK

Prof Datuk G Dhanarajan
Commonwealth of Learning, Vancouver, Canada

Dr Alan Godall
University of Strathchyde, Glasgow, Scotland, UK

Prof Richard Larkins
University of Melbourne, Australia

Prof Trichardt Malan
University of Pretoria, South Africa

Prof Emeritus Fateh S. Bhinder
University of Hertfordshire, UK

Prof Graham Ronald Arnod.
University of South Australia, Australia

Dr Selva Abraham
Gibaran Action Research Management Institute, Australia

Prof David Wilmoth
RMIT, Australia

Ms Carola Holmer
Linköping University, Sweden

Dr Peter Noerr
Electronic Online Systems (EOSi), USA

Dr Mike Panzitta
Prosolvia AB, Sweden

Mimaki Takashi
Hiroshima Institute of Technology, Japan

Ian Barnet
Northern Territory University, Australia

Prof Richard Larkins
Head, Dept of Medicine, University of Melbourne, Australia

Dr Vic Neufield
Director, Centre for International Health, McMaster University, Canada

Faculty of Engineering

Prof Tony Dorey
Head of Engineering Dept, Lancaster University, UK

Prof John M Senior
Head, Dept of Electrical & Electronic Engineering, Manchester Metropolitan University, UK

Prof Emeritus Thomas H Hanna
Consultant in Geotechnical Engineering Sheffield, UK

Prof Takashi Ishidate
Dept of Electrical & Electronic Systems Engineering, Teikyo University, Japan

Prof Emeritus Fateh S. Bhinder
School of Engineering, University of Hertforshire, UK

Faculty of Applied and Creative Arts

Prof John McKenzie
Rector, The London Institute, UK

Centre for Applied Learning & Multimedia(CALM)

Dr Goh Eng Lim
Director, North Pacific Technology Centre, Silicon Graphics Pte Ltd, Singapore

Faculty of Information Technology

Prof Douglas S Bridges
Dept of Mathematics & Statistics, University of Waikato, NZ

Prof Dennis Longley
Dean, Faculty of Information Technology, Queensland University of Technology, Australia

Prof Ian Graham
Dean, School of Computing Mathematical Science, University of Waikato, NZ

Prof Herman Maurer
University of Technology in Graz, Austria

Prof Howard Barringer
Head of Dept, Computer Science, University of Manchester, UK

Dr Katsura Kawakami
Kawasaki, Japan

Prof E H Twizell
Dept of Mathematics & Statistics, Brunel University, UK

Faculty of Resource Science and Technology

Dr Diana Hill
Director, Agresearch Molecular Biology Unit, University of Otago, NZ

Faculty of Cognitive Sciences and Human Development

Prof Robert Glaser
Learning Research & Development Centre, University of Pittsburgh, USA

Prof William Winn
Human Interface Technology Laboratory, University of Washington, USA

Seminar Conferences

Announcement

Conference on Recent Advances in Soft Soil Engineering

5 - 7 March 1997

This conference will provide a forum for the interaction and exchange of experiences in soft soil engineering among practising engineers, contractors, academics, regulatory authorities and professionals in related fields. Particular emphasis is given to organic peat soil in tropical regions.

The conference aims at providing an arena for professionals in land use studies and the environment to contribute their experiences.

Further information
Ms Saptuyah Hj Mahmud
Faculty of Engineering
e-mail : sap@feng.unimas.my
fax : ++6082 672317

Short Course on Ergonomics in the Office and Furniture Design Standards

11 - 12 March 1997

The course is aimed at introducing the basics of office and furniture design from an ergonomics perspective.
Participants will be introduced to human factor issues in the work environment and how these affect the design and arrangement of furniture. The workshop will be a mix of interactive lectures, case studies and group exercises. Participants are encouraged to bring design examples and questions from their work experience.

Further information
e-mail : idea@unimas.my
fax : ++6082 672312

International Conference on Computers in Education (ICCE)

2 - 6 December 1997

This conference is a forum for innovative responses to the challenges of technology-enhanced education for the 21st century, especially for the Asia-Pacific region. ICCE is concerned with the current state of the art, and serves as a reference basis for future research as well as the real-world deployment of educational technologies.

Further information
Secretariat ICCE '97
Faculty of Information Technology
URL : http://www.icce97.unimas.my
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fax : ++6082 672301